



## Element B™ Matrix

Sample Report  
1/20/2011

Element B measures three dimensions of interpersonal behavior: Inclusion (the amount of interaction), Control (the structure of interaction) and Openness (the depth of interaction). Each dimension is measured on four scales: what you do toward others, what you want to do, what you get from others and what you want to get. A brief, general description of each dimension is given below.

- Inclusion is the area concerned with achieving the desired amount of interaction with people. Some people like a great deal of Inclusion, they are outgoing, enjoy doing things with a group and tend to start conversations with strangers. Other people prefer to spend time alone. They are reserved, seldom start conversations and avoid parties. People differ as to how much they want to be with others (*in*) and how much they prefer to be alone (*out*).
- Control is the area concerned with achieving the desired amount of Control during interpersonal interactions. Some people are more comfortable when they are in charge of people. They like to be the leader, to give orders and to make decisions for both themselves and others. Other people prefer to have little or no control over people and may, in fact, prefer to be controlled by others. People vary in the amount they like to be on *top* and the amount they like to be on the *bottom*.
- Openness is concerned with achieving the desired amount of Openness with others. Some people enjoy relationships in which they talk about their feelings and innermost thoughts. They enjoy having people in whom to confide. Other people prefer not to share their personal feelings with others. They would like to keep relationships impersonal and businesslike, and they prefer to have acquaintances rather than close friends. People differ in how much they like to be *open* and how much they like to be *closed*.

The primary purpose of Element B is to provide information for expanding Self-Awareness. There are no good or bad scores. All scores on all scales are appropriate in some situations. The size of the score (range is 0 to 9) indicates the degree of agreement with the name of the scale. The Difference score can indicate dissatisfaction with behavior — it is not what is desired — or that the individual is progressing along a path and is satisfied with the speed and progress. The person receiving feedback is in the best position to understand the dual interpretation of this difference.

	See		Want		Differences (See minus Want)					
<b>I</b>	Do	I include people.	11	<input type="text" value="3"/>	I want to include people.	12	<input type="text" value="4"/>	-1		
	Get	People include me.	13	<input type="text" value="3"/>	I want people to include me.	14	<input type="text" value="4"/>	-1		
<b>C</b>	Do	I control people.	21	<input type="text" value="5"/>	I want to control people.	22	<input type="text" value="4"/>	1		
	Get	People control me.	23	<input type="text" value="5"/>	I want people to control me.	24	<input type="text" value="6"/>	-1		
<b>O</b>	Do	I am open with people.	31	<input type="text" value="4"/>	I want to be open with people.	32	<input type="text" value="3"/>	1		
	Get	People are open with me.	33	<input type="text" value="3"/>	I want people to be open with me.	34	<input type="text" value="6"/>	-3		
Total (Do + Get)			23		Do (11+21+31)	12	Get (13+23+33)	11	Total Differences (Add Absolute Values)	8

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